

WHAT ARE GENDER-INCLUSIVE RESTROOMS?

Facilities that people of all gender identities and expressions are welcome to use without interference.

At ALA, we assign multiple restrooms throughout the conference center for this purpose. These restrooms are also referred to as "all gender restrooms" or "gender-neutral restrooms."

Gender-specific (female/women and male/men) restrooms are also available.

ALL-INCLUSIVE: BEST PRACTICES & ETIQUETTE

Please do not:

- ▶ Remove signs or directions to gender-inclusive restrooms.
- ▶ Make assumptions about which restroom a person may use based on their outward appearance.
- ▶ Attempt to prevent an attendee from using the restroom of their choice.

When attendees ask for directions to the nearest restrooms, please list options for all restrooms (gender-inclusive and gender-specific).

ALA attendees may choose to write their pronouns on their name tags. However, if an attendee does not provide you with pronouns, please avoid the use of he/him/his and she/her/hers, and, whenever possible, use the attendee's first name as stated on their name tag.

Please avoid using gendered terms like "you guys" or "ladies." Instead, use "folks" or "you all."



Gender-Inclusive Restrooms INFORMATION GUIDE

for Convention Center Staff



WHY ARE GENDER-INCLUSIVE RESTROOMS IMPORTANT?

People who are transgender, non-binary, or gender non-conforming have been subjected to many kinds of discrimination and disrespectful behavior. **All people have a right to feel safe when using restroom facilities.** Gender-inclusive restrooms also meet medical and accessibility needs of all conference attendees.

The American Library Association Council adopted a resolution on June 26, 2018 to supply gender-inclusive restrooms at all ALA conferences. ALA is committed to equity, diversity, inclusiveness, and mutual respect for all human beings, and works tirelessly to ensure full representation of all members of society.

WHAT ARE WE ASKING STAFF TO DO?

We request that housekeeping, maintenance, and other convention center staff:

- ▶ Do not remove signs or directions to gender-inclusive restrooms. It is important to ALA and all attendees that these restrooms remain visible and available throughout the duration of the conference.
- ▶ Maintain typical routines of cleaning, refreshing or repairing the facilities. There is no need to adjust routine staff work.

If you receive any questions or concerns from conference attendees that you cannot answer, please direct them to Paul Graller at the ALA Conference Services office. Email at pgraller@ala.org or call (312) 280-3219.

WHO CAN USE A GENDER-INCLUSIVE RESTROOM?

Everyone! Its purpose is to provide facilities that are safe, accessible, and convenient for all.

Common uses include, but are not limited to, individuals of all gender identities and expressions, as well as those who need help from family members, friends, or attendants.

If you or an attendee prefers to use a gender-specific restroom, they are located near meeting rooms 2A and 3A, Exhibit Hall 4C, next to room 508, the 6E lobby near room 620, and in The Conference Center Chelan Level 2.